

OFFICE OF THE GENERAL COUNSEL
Division of Operations-Management

MEMORANDUM OM 03-49

February 24, 2003

TO: All Regional Directors, Officers-in-Charge,
and Resident Officers

FROM: Richard A. Siegel, Associate General Counsel

SUBJECT: Coordination of Charges Against Cintas Corporation

Section 8(a)(1) and (3) charges have recently been filed by the Union of Needletrades, Industrial and Textile Employees, AFL-CIO, CLC (UNITE!), hereinafter UNITE, in Regions 1, 4, 5, 6, 7, 9, 11, 12, 13, 16, 20, 21, 25, 28, 29 and 34 against Cintas Corporation, hereinafter Cintas, an employer engaged in the laundry business and the supply of uniforms and other textiles. The charges arise out of an ongoing organizing campaign by UNITE among the employees of Cintas. Some of the charges that were filed allege that Cintas engaged in surveillance of handbilling activities, discouraged or prohibited employees from reading or receiving handbills and prohibited or interefered with handbilling by representatives of UNITE. Other charges allege that Cintas maintains unlawful rules that interfere with Section 7 activity, that it engaged in unlawful interrogations and other Section 8(a)(l) threats, and that it has disciplined or discharged named employees because of their activities on behalf of UNITE in violation of Section 8(a)(3). Region 4, Philadelphia will be the lead Region coordinating the handling of these charges.

If similar charges have been filed in your Region against Cintas, please fax a copy of your charges to Regional Director Dorothy Moore-Duncan, Region 4 and to Assistant General Counsel Jim Paulsen in Operations. Each Region should complete the investigation of its charges. After the completion of the investigation, copies of agenda minutes and FIRs should be faxed to Region 4 prior to implementation and Regions should not proceed to implement decisions or approve settlements or withdrawals until clearance is received from Regional Director Moore-Duncan. Any question about coordination of these cases should be referred to Assistant General Counsel Paulsen.

If you have any questions regarding this memorandum, please contact your Assistant General Counsel or Deputy or the undersigned

/s/
R.A.S.

cc: NLRBU

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